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ABSTRACT

This report presents the findings of a survey that sought to relate the status of Texas academic librarians to national standards. Consisting of 70 questions in seven categories--identification of library staff, general (status), appointment, promotion and tenure, professional development, governance, and benefits--the survey was based, in part, on the Association of College and Research Libraries (ACRL) "Standards for College and University Librarians" (1971). Questionnaires were sent to all 144 academic libraries in Texas, including two- and four-year, private and public colleges and universities. The report compares the survey data from the 135 responding libraries to each ACRL standard, describes additional findings, and makes recommendations. Appended are the questions of the survey, with a breakdown of the responses by type of institution; where appropriate, the percentage of responses within each category column is given. Included is a reprint of the ACRL standards. (JD)

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THE STATUS OF STATUS --

THE STATUS OF LIBRARIANS IN TEXAS ACADEMIC LIBRARIES

by

Jo Anne Hawkins and others

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IR 007 773

THE STATUS OF STATUS -- THE STATUS OF LIBRARIANS IN TEXAS ACADEMIC LIBRARIES

Background

The accompanying survey with summary of responses (Attachment 1) and this report on the status of academic librarians in Texas have been done to provide recent and more comprehensive and comparable information on this subject and to answer questions from librarians and administrators about the status situation in other libraries.[1] Though it was thought that Texas academic librarians' status could be improved, current information was needed on the actual status enjoyed by these librarians before recommendations for improvement could be made.

Therefore, the Texas Library Association (TLA) College and University Libraries Division (CULD) ad hoc Academic Status Committee was appointed, with its charge

> To investigate all aspects of the status of academic librarians in Texas and how it relates to national standards, to recommend appropriate action and/or policy to improve or further the status of Texas academic librarians.

The survey

To carry out its charge, the Committee devised a survey to be sent to all Texas academic libraries. To relate librarians' status to national standards, the Committee based the survey in part on the Association of College and Research Libraries (ACRL) "Standards for Faculty Status for College and University Librarians"[2] (Attachment 2), which had been adopted by the ACRL membership in 1971. These Standards, which were designed to foster the recognition of college and university librarians' academic status, cover the areas of professional responsibilities and self-determination, library governance, college and university governance, compensation, tenure, promotion, leaves, research funds, and academic freedom. The Committee attempted to address all these areas in its survey, with the exception of compensation.[3] Because benefits are accorded on the basis of status at some Texas institutions and because benefits can have a direct bearing on professional effectiveness and recruitment, the Committee also formulated a number of survey questions about benefits, including retirement programs, maximum and minimum ages of retirement, vacations, holidays, sick leave, and insurance plans.

The survey was composed of 70 questions in seven categories: identification of library and staff, general (status), appointment, promotion and tenure, professional development, governance, and benefits. The survey and a cover letter (Attachment 3) were sent, addressed to the library director, to all 144 academic libraries in Texas, including two- and four-year, private and public colleges and universities. The list of libraries had been compiled from the Texas Higher Education Directory, 1977-78 volume.[4] The list included five private two-year, 58 public two-year, 49 private four-year, and 32 public four-year institutions. Responses were received from 135 libraries: all five private two-year institutions, 53 or 91.38 per cent of public two-year institutions, 45 or 91.83 per cent of private four-year institutions, and all 32 public four-year institutions, for an overall response rate from all institutions of 93.75 per cent. These 135 responding libraries represent 1,050.81 academic librarians -- seven in private two-year institutions, 230.12 in public two-year institutions, 262.04 in private four-year institutions, and 551.65 in public four-year institutions -- or 98.45 per cent of Texas academic librarians. Only 16.5 librarians in those nine institutions not responding

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[1]A survey of academic librarians' status done by the College and University Division in 1971 concentrated on three areas only -- rank, criteria for promotion, and tenure. The survey results are reported briefly in Roland F. Streit and Stewart W. Dyess, "Academic Status of Librarians in Texas," Texas Library Journal, 48(5): 233-235 (November 1972).

[2]"Standards for Faculty Status for College and University Librarians," College and Research Libraries News, 35(3):112-113 (May 1974).

[3]Information on salaries of Texas academic librarians employed in public and private four-year institutions is gathered by the Texas Council of State University Librarians. It is published annually in Texas Academic Library Statistics (Austin, Texas, Texas Council of State University Librarians and the Texas State Library, Library Development Division) and is distributed to directors of participating libraries.

[4]Texas Higher Education Directory. Arlington, Texas, Association of Texas Colleges and Universities, 1977-78, pp. 60-61.

are not represented in the survey.[5]

Significant responses

The survey elicited a number of significant responses describing the status of Texas academic librarians in relation to the ACRL Standards -- standards formulated "in order to recognize formally the college or university librarian's academic status." Although faculty status was not defined in the survey, 61 per cent of Texas academic libraries responding said they have faculty status for their librarians, while 21 per cent have professional/administrative/staff/non-teaching status, 10 per cent have academic status, and 7 per cent have classified status. However, when this is translated into the number of librarians in these institutions, it can be seen that 526.54, or only 50.1 per cent of all librarians represented by the responses claimed to have faculty status, 229.33 or 21.8 per cent have academic status, 208.65 or 19.9 per cent have professional/administrative/staff/non-teaching status, and 82.29 or 7.8 per cent are classified employees.

A comparison of each standard with the Texas data reveals the following:

Standard 1, Professional responsibilities and self-determination, specifies that librarians need to be evaluated regularly on their areas of competence and that the evaluation must include appraisal by a committee of peers. It is seen from the responses to survey Questions 18 and 20, which relate to these issues, that librarians at only 62 per cent of Texas academic libraries are formally evaluated, and only 21 per cent have an evaluation which includes review by a committee of peers.

Standard 2, Library governance, specifies that libraries should have an academic form of governance similar to that of an academic department. Survey Question 47 specifically addresses that issue; only 55 per cent of academic libraries in Texas seem to meet that standard.

Standard 3, College and university governance, specifies that librarians should be eligible for membership in the academic senate or its equivalent. Responses to Question 45 indicate this is true at 73 per cent of Texas academic libraries.

Standard 4, Compensation, was not addressed in this survey, but it seems from other data available (e.g., Texas Council of State University Librarians salary data) that librarians are generally not compensated at teaching faculty rates, but rather at lower rates, often earning in 12 months what a teaching faculty member with comparable education and experience may earn in nine months.

Standard 5, Tenure, is addressed in survey Questions 9, 23, 24, and 25. At only 47 per cent of Texas libraries are librarians eligible for tenure on the same basis as teaching faculty; at 73 per cent of libraries librarians do have a written contract.

Standard 6, Promotion, which overlaps somewhat with Standard 1, specifies that librarians' promotion processes should include a peer review system and that they should have the same titles as teaching faculty. Questions 7, 16, 21, and 22 relate to this standard. Librarians at only 71 per cent of Texas libraries have faculty or academic status, and at only 39 per cent of all libraries do librarians have academic titles similar to those of teaching faculty. While 43 per cent of libraries indicated that the annual evaluation determines promotion and/or salary increase, 27 per cent indicated that it does not. Concerning criteria for promotion and/or salary increase, 72.6 per cent (98 libraries) considered job performance as at least one factor, 45.2 per cent (61 libraries) considered professional activities as a factor, 28.1 per cent (38 libraries) considered community service as a factor, and 18.5 per cent (25 libraries) considered publication as a factor.

Standard 7, Leaves, states that sabbatical and other research leaves should be available to librarians as they are to teaching faculty; responses to survey Questions 33 and 34 indicate that in only 50 per cent of Texas libraries is this so.

Standard 8, Research funds, states that research funds should be available to librarians on the same basis as teaching faculty. From survey Question 39 it is evident that this is true at only 52 per cent of Texas libraries.

Standard 9, Academic freedom, calls for the protection of academic freedom for librarians in colleges and universities. No survey questions addressed this issue directly.

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[5]The number of librarians at each of these nine institutions was acquired from listings in Texas Academic Library Statistics, 1976-77, pp. 14-16, 62-63.

Work hours

Apart from those factors identified above, another aspect which can have a very direct bearing on professionalism is the length of the work year and length of the work week. Pressures of professionalism, faculty status, or even personal achievement motivation often lead librarians into profession-related activities which are not necessarily part of their job -- activities such as professional association activities, research, advanced coursework, consulting, publishing, etc. Survey responses indicate that while librarians at all of the libraries responding are granted time off to attend professional meetings and at least some funds are available for attendance at most, there are often restrictions on which or how many meetings may be attended, and released time for professional activities other than meeting attendance is often not provided. Even librarians with full faculty status are seldom allowed the flexibility that teaching faculty enjoy for their professional activities. Consequently, librarians with twelve month contracts, forty-hour work weeks, and little vacation have very limited discretionary time for other professional activities and hence are at a disadvantage in the profession. The table and explanation following Question 58 in the survey results points out the wide variation in the time librarians are expected, at a minimum, to be on the job. This time ranges from a minimum of 133 eight-hour-equivalent work days in one year (at one institution with a nine-month contract) to a maximum of 246 eight-hour-equivalent work days (at one institution with a twelve-month contract). Even within those institutions with twelve-month contracts it varies considerably, from 198 days to 246 days. The implications of these comparisons can be serious for truly professional librarians at some libraries.

Other responses

Other responses of interest were noted and seem to warrant special attention. Eighty-five per cent of libraries do require and only 12 per cent (16 libraries, nine private four-year and seven public two-year institutions) do not require a master's degree from an ALA-accredited library school as the minimum requirement for appointment as a librarian. A further analysis of the 16 libraries indicates that 34 librarians in the private four-year institutions and 33 librarians in the public two-year institutions, a total of 67 librarians, or only 6 per cent of librarians in responding libraries, are not required to have an ALA-accredited master's degree.

Responses indicated that terms of librarians' appointment in the state vary, with 57 per cent of libraries having a 12-month appointment, 18.5 per cent having an appointment period varying from nine to 12 months, 12.6 per cent having a 10.5-month appointment. and 9.6 per cent having a nine-month appointment. Librarians work a 40-hour work week at 69.6 per cent of libraries, while librarians at 25.2 per cent of libraries (12.6 per cent each) have 37.5- and 35-hour work weeks. The total responses to the question on work week indicated that about 28 per cent of libraries have less than a 40-hour work week for their librarians.

While the benefits covered by the survey are not discussed here, the attached survey results are provided for these who may need certain types of data.

Conclusions

When the Standards and the survey are reviewed and compared, how do academic librarians in Texas fare? Not very well, it would seem, if one uses compliance with the 1971 "Standards for Faculty Status for College and University Librarians" as criteria. The percentage of Texas libraries meeting any one (or part of one) of the Standards varies from a low of 21 per cent to a maximum of 73 per cent. Considering that the 1971 Standards were adopted when ALA met in Dallas, when probably more Texas librarians were present than at any ALA meeting since and should have been given impetus to improve their status, it is not a very good showing. It would be reasonable to compare these Texas data with earlier Texas data[6] and with those of other states, but to the Committee's knowledge comparable figures are not available. However, ACRL and the American Association of University Professors (AAUP) recently have approved a proposed comprehensive national study on the conditions of employment and faculty status of academic librarians, and the grant proposal has been finalized and funding is being sought. When this study is completed, it should be possible to make valid comparisons of status within the U.S.

Can anything be said about which type of library in Texas comes closest to meeting the Standards? A rough comparison of the rankings of private two-year, public two-year, private four-year, and public four-year

[6]The Committee was not able to make a direct comparison with the 1971 TLA survey because of apparent differences in emphases of the two surveys.

institutions indicates that private two-year and four-year institutions seem to come closer in a greater percentage of cases to meeting the Standards than the public institution subgroups. Public two-year libraries come next, and public four-year libraries come last. The plight of librarians at public four-year schools is particularly distressing, since 52.5 per cent of all academic librarians in the state are employed in these institutions. This possibly indicates that public agencies are slow or reluctant -- or both -- to respond to the 1971 Standards, but could also indicate librarians have not pushed hard enough on these issues.

Recommendations

In order to fulfill the latter part of the charge to the Academic Status Committee, "to recommend appropriate action and/or policy to improve or further the status of Texas academic librarians," the Committee formulated the following recommendations:

1. The Committee recommends to the CULD Executive Board that the Division sponsor a workshop on the status of academic librarians. Features suggested are a keynote speaker and discussion groups by type of library led by discussion leaders who are familiar with the Texas and national situations. Some improvements in status may be implemented internally within a library, others within an institution, and some only through legislative action for state institutions. The goals of the workshop would be 1) to further the exchange of information on status, 2) to expand librarians', administrators', and others' knowledge and understanding of academic librarians' status in the state, and 3) to call public attention to the necessity for its improvement in particular areas. One session might include consideration of whether the Division should endorse the ACRL/Association of American Colleges/AAUP "Statement on Faculty Status of College and University Librarians"[7]. Suggested date for the workshop is February 1980.

2. The Committee recommends that the CULD Executive Board cooperate with the Texas Association of College Teachers, the Texas Junior College Teachers Association, and the American Association of University Professors and appoint an official liaison with these organizations to work toward improvement of librarians' status wherever possible and appropriate.

3. The Committee recommends that the CULD Executive Board relay a request to the Texas Council of State University Librarians that future salary surveys of Texas academic librarians in public and private four-year institutions be related to both length of appointment and work week or the number of days worked and account for the number of days off for vacations, holidays, intersessions, etc., so a truer picture of academic librarians' salaries will be achieved.

Academic Status Committee
Carol Burlinson
Denise Karimkhani
Keith Russell
Jo Anne Hawkins, Chair

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[7]"Statement on Faculty Status of College and University Librarians," College and Research Libraries News, 35(2):26 (February 1974).

RESULTS OF THE SURVEY

ATTACHMENT I

Introduction

This survey was distributed in October 1978 to all 144 academic libraries in Texas. Of these, 135 (93.75%) libraries responded. The questions asked are printed below, along with a breakdown of the responses by type of institution: private 2-year (PRI 2), public 2-year (PUB 2), private 4-year (PRI 4), and public 4-year (PUB 4). Where appropriate, the percentage of responses within each category column is given in parentheses (because of rounding, the percentages sometimes add to 99 or 101 instead of 100). Except where noted, the percentage figure is the percent of respondents answering that way.

Academic Status Committee
Carol Burlinson
Denise Karimkhani
Keith Russell
Jo Anne Hawkins, Chair

TEXAS LIBRARY ASSOCIATION
COLLEGE AND UNIVERSITY LIBRARIES DIVISION

SURVEY ON THE STATUS OF ACADEMIC LIBRARIANS IN TEXAS

This survey is being conducted by the Academic Status Committee of the College and University Libraries Division of the Texas Library Association. Please respond to each item as completely as possible; if more space is needed, use the back of the page. Please return the survey by November 10, 1978, to:

Jo Anne Hawkins
Perry-Castañeda Library 2.122
The General Libraries
The University of Texas at Austin
Austin, Texas 78712

1. Name of college/university _____

2. Privately 50 publicly 85 supported

3. Two year 58 four year 77 institution

Responses were received from 135 libraries, as follows:

Private, 2 year = 5 (3.7%)

Public, 2 year = 53 (39.3%)

Private, 4 year = 45 (33.3%)

Public, 4 year = 32 (23.7%)

4. Name of library _____

5. Size of library staff on September 1, 1978, including both filled and unfilled positions:

Professional librarians (FTE)_____

Support staff (including student help, FTE)_____

	PRI 2		PUB 2		PRI 4		PUB 4		TOTAL	
	PROF	SUPPORT	PROF	SUPPORT	PROF	SUPPORT	PROF	SUPPORT	PROF	SUPPORT
Number of Libraries Responding	5	5	53	45	45	44	32	29	135	123*
Average #	1.4	3.5	4.34	12.77	5.82	16.16	17.24	62.32	7.78	25.19
Median #	1	4	3	7	3.5	10.58	12	41	4	11.5
Range	1-2	1.5-5	1-23	1.5-90	0-26	1-73	3-101.83	8-317.12	0-101.83	1-317.12
Number of librarians represented (FTE)	7		230.12		262.04		551.65		1050.81	
Percentage of librarians represented	.7%		21.9%		24.9%		52.5%			
Number of support staff represented (FTE)**		5		574.65		711.04		1807.28		3097.97
Percentage of support staff represented		.2%		18.5%		23.0%		58.3%		

* Several libraries did not indicate the number of support staff.

** Because several libraries did not indicate the number of support staff, these totals are incomplete, as there are more support staff working in Texas than indicated.

6. Fiscal year : September 1 - August 31 _____ July 1 - June 30 _____
Other (please indicate) _____

	PRI 2	PUB 2	PRI 4	PUB 4	TOTAL
September 1 - August 31	0	47 (89)	3 (7)	32 (100)	82 (61)
July 1 - June 30	4 (80)	2 (4)	19 (42)	0	25 (18)
June 1 - May 30	1 (20)	0	20 (44)	0	21 (16)
August 1 - July 31	0	0	3 (7)	0	3 (2)
No Answer	0	4 (7)	0	0	4 (3)
Total	5	53	45	32	135

GENERAL

7. What is the status of librarians at your institution?

Faculty _____ Academic _____ Classified _____ Other (please indicate) _____

Responses by libraries	PRI 2	PUB 2	PRI 4	PUB 4	TOTAL
Faculty	4 (80)	35 (66)	28 (62)	15 (47)	82 (61)
Academic	0	1 (2)	5 (11)	8 (25)	14 (10)
Classified	1 (20)	3 (6)	2 (4)	3 (9)	9 (7)
Professional/Administrative/Staff/ Non-Teaching, etc.	0	13 (24)	9 (20)	6 (19)	28 (21)
No answer	0	1 (2)	1 (2)	0	2 (1)
Total	5	53	45	32	135

Number of librarians represented in each status category	PRI 2	PUB 2	PRI 4	PUB 4	TOTAL
Faculty	5 (71)	151.62 (67)	146.76 (56)	223.16 (40)	526.54 (50.1)
Academic	0	5 (2)	12 (5)	212.33 (38)	229.33 (21.8)
Classified	2 (29)	6 (3)	50.29 (29)	24 (4)	82.29 (7.8)
Professional/Administrative/Staff/ Non-Teaching, etc	0	63.5 (28)	52 (20)	93.15 (17)	208.65 (19.9)
No answer	0	0	4 (2)	0	4 (.4)
Total	7	226.12	261.05	552.64	1050.81

APPOINTMENT

8. Is a master's degree from an ALA-accredited library school normally the minimum requirement for appointment as a librarian?

	PRI 2	PUB 2	PRI 4	PUB 4	TOTAL
Yes	5 (100)	43 (81)	35 (78)	32 (100)	115 (85)
No	0	7 (13)	9 (20)	0	16 (12)
No answer	0	3 (6)	1 (2)	0	4 (3)
Total	5	53	45	32	135

9. Do librarians have a written contract?

	PRI 2	PUB 2	PRI 4	PUB 4	TOTAL
Yes	3 (60)	42 (79)	33 (73)	21 (66)	99 (73)
No	2 (40)	11 (21)	12 (27)	11 (34)	36 (27)
No answer	0	0	0	0	0
Total	5	53	45	32	135

10. What is the length of appointment? 12 months _____ 11 months _____ 10.5 months _____
9 months _____ Other (please indicate) _____

	PRI 2	PUB 2	PRI 4	PUB 4	TOTAL
12 months	2 (40)	17 (32)	37 (82)	21 (66)	77 (57)
11 months	0	0	1 (2)	0	1 (1)
10.5 months	0	13 (24)	1 (2)	3 (9)	17 (13)
10 months	1 (20)	1 (2)	0	0	2 (2)
9 months	2 (40)	8 (15)	1 (2)	2 (6)	13 (10)
Varied/Combination of above	0	14 (26)	5 (11)	6 (19)	25 (18)
Total	5	53	45	32	135

11. If you have a 9-month normal appointment, is summer employment guaranteed?

	PRI 2	PUB 2	PRI 4	PUB 4	TOTAL
Yes	1 (20)	4 (7)	2 (4)	1 (3)	8 (6)
No	1 (20)	12 (23)	2 (4)	3 (9)	18 (13)
No answer	3 (60)	37 (70)	41 (91)	28 (87)	109 (81)
Total	5	53	45	32	135

12. How many hours are librarians normally expected to work each week at a minimum? 40_____ 37.5_____
35_____ Other (please indicate)_____

	PRI 2	PUB 2	PRI 4	PUB 4	TOTAL
40 hours	3 (60)	33 (62)	26 (58)	32 (100)	94 (70)
37.5 hours	0	7 (13)	10 (22)	0	17 (13)
35 hours	2 (40)	10 (19)	5 (11)	0	17 (13)
Other, 35-39 hours	0	2 (4)	2 (4)	0	4 (3)
20 hours	0	0	1 (2)	0	1 (1)
No answer	0	1 (2)	1 (2)	0	2 (2)
Total	5	53	45	32	135

13. Is flexible scheduling available to some or all librarians?

	PRI 2	PUB 2	PRI 4	PUB 4	TOTAL
Yes	5 (100)	38 (72)	37 (82)	28 (87)	108 (80)
No	0	15 (28)	6 (13)	4 (12)	25 (18)
No answer	0	0	2 (4)	0	2 (1)
Total	5	53	45	32	135

14. If a librarian works more than the normal work week, can he/she later take that time off?

	PRI 2	PUB 2	PRI 4	PUB 4	TOTAL
Yes	4 (80)	45 (85)	39 (87)	29 (91)	117 (87)
No	1 (20)	8 (15)	4* (8)	2 (6)	15 (11)
No answer	0	0	2 (4)	1 (3)	3 (2)
Total	5	53	45	32	135

* At one institution, only reference librarians can later take the time off.

15. If yes, when can this time be taken?

	PRI 2	PUB 2	PRI 4	PUB 4	TOTAL
As convenient	3 (60)	43 (81)	29 (64)	21 (66)	96 (71)
Within week	0	5 (9)	2 (4)	4 (12)	11 (8)
Within month	0	3 (6)	8 (18)	2 (6)	13 (10)
No answer	2 (40)	2 (4)	6 (13)	5 (16)	15 (11)
Total	5	53	45	32	135

16. If librarians have faculty status, do they have academic titles such as Instructor, Assistant Professor, Associate Professor, Professor?

	PRI 2	PUB 2	PRI 4	PUB 4	TOTAL
Yes	2 (40)	11 (21)	31*(69)	9 (28)	53 (39)
No	2 (40)	28 (53)	8 (18)	9 (28)	47 (35)
No answer	1 (20)	14 (26)	6 (13)	14 (44)	35 (26)
Total	5	53	45	32	135

* At three institutions, some librarians have academic titles, some do not.

17. If librarians do not have faculty status and/or the above titles are not used, what titles are used?

	PRI 2	PUB 2	PRI 4	PUB 4	TOTAL
Librarian/Professional Librarian, etc.	1 (20)	19 (36)	9 (20)	10 (31)	39 (29)
Specific job titles	0	13 (24)	6 (13)	11 (34)	30 (22)
No titles	0	4 (7)	1 (2)	0	5 (4)
No answer	4 (80)	17 (32)	29 (64)	11 (34)	61 (45)
Total	5	53	45	32	135

PROMOTION AND TENURE

18. Is there a formal evaluation procedure for librarians?

	PRI 2	PUB 2	PRI 4	PUB 4	TOTAL
Yes	1 (20)	35 (66)	24 (53)	23 (72)	83 (62)
No	4 (80)	18 (34)	19 (42)	9 (28)	50 (37)
No answer	0	0	2 (4)	0	2 (2)
Total	5	53	45	32	135

19. If so, how often are such evaluations done? Annually _____ Other (please indicate)_____

	PRI 2	PUB 2	PRI 4	PUB 4	TOTAL
Annually	1 (20)	33 (62)	22 (49)	22 (69)	78 (58)
Every 6 months	0	2 (4)	0	1 (3)	3 (2)
At promotion/tenure time	0	1 (2)	1 (2)	0	2 (1)
Every 3-5 years	0	0	2 (4)	0	2 (1)
No answer	4 (80)	17 (32)	20 (44)	9 (28)	50 (37)
Total	5	53	45	32	135

20. Does this evaluation include appraisal by a committee of peers?

	PRI 2	PUB 2	PRI 4	PUB 4	TOTAL
Yes	1 (20)	9 (17)	11 (24)	7 (22)	28 (21)
No	0	30 (57)	16 (35)	16 (50)	62 (46)
No answer	4 (80)	14 (26)	18 (40)	9 (28)	45 (33)
Total	5	53	45	32	135

21. Does the annual evaluation, if any, determine promotion and/or salary increases?

	PRI 2	PUB 2	PRI 4	PUB 4	TOTAL
Yes	0	17 (32)	22 (49)	19* (59)	58 (43)
No	1 (20)	26 (49)	6 (13)	4 (12)	37 (27)
No answer	4 (80)	10 (19)	17 (38)	9 (28)	40 (30)
Total	5	53	45	32	135

* One respondent specified that the annual evaluation was only one factor considered.

22. What are the criteria for promotion and/or salary increases? (Please check all which apply.)

Performance_____ Publication_____ Professional Activities_____ Community Service_____

Teaching_____ Other (please indicate)_____

	PRI 2	PUB 2	PRI 4	PUB 4	TOTAL
Performance	3 (60)	30 (37)	34 (36)	31 (33)	98 (36)
Professional Activities	0	15 (18)	20 (21)	26 (28)	61 (22)
Community Service	0	11 (13)	13 (14)	14 (15)	38 (14)
Publication	0	2 (2)	9 (10)	14 (15)	25 (9)
Teaching	1 (20)	6 (7)	8 (8)	6 (6)	21 (8)
Advanced training & education	0	6 (7)	2 (2)	3 (3)	11 (4)
Length of Service	0	4 (5)	3 (3)	0	7 (2)
Other*	0	1* (1)	0	0	1 (.4)
No answer	1 (20)	7 (8)	5 (5)	0	13 (5)
Total**	5	82	94	94	275

*"Demeanor"; ** Respondents could indicate more than one response on this question.

23. Are teaching faculty eligible for tenure?

	PRI 2	PUB 2	PRI 4	PUB 4	TOTAL
Yes	5 (100)	33 (62)	37 (82)	29**(91)	104 (77)
No	0	19 (36)	7*(16)	0	26 (19)
No answer	0	1 (2)	1 (2)	3 (9)	5 (4)
Total	5	53	45	32	135

* One respondent specified that the awarding of tenure has been suspended.

** One respondent specified that 7-year contracts were used in lieu of tenure.

24. Are librarians eligible for tenure?

	PRI 2	PUB 2	PRI 4	PUB 4	TOTAL
Yes	5 (100)	23 (43)	23* (51)	11 (34)	62 (46)
No	0	29 (55)	19**(42)	20 (63)	68 (50)
No answer	0	1 (2)	3 (7)	1 (3)	5 (4)
Total	5	53	45	32	135

* Four respondents indicated some librarians are eligible, others are not.

** Tenure suspended at one institution.

25. If so, are librarians eligible for tenure on the same basis as faculty?

	PRI 2	PUB 2	PRI 4	PUB 4	TOTAL
Yes	5 (100)	25 (47)	22 (49)	11 (35)	63 (47)
No	0	2 (4)	4 (9)	3 (9)	9 (7)
No answer	0	26 (49)	19 (42)	18 (56)	63 (47)
Total	5	53	45	32	135

26. If tenure is available for librarians, briefly describe the tenure policy and criteria for tenure.

Responses to this question varied, but generally reflected the typical tenure policy and criteria for faculty. Generally 3-7 years of probation are required for tenure. The criterion for tenure cited most often was job performance; others mentioned included: teaching, service, publication, evidence of professional growth, an additional advanced degree (6th year or 2nd M.S.) or 30-36 additional credits, and the person's "career development plan".

27. If tenure is not available for librarians, what kind of job security exists, if any?

While some respondents indicated no security existed, others mentioned "due process", contracts of 1-3 years, or "humane administration".

28. Is there an appeals/grievance procedure available to librarians?

	PRI 2	PUB 2	PRI 4	PUB 4	TOTAL
Yes	5 (100)	47 (89)	32 (71)	31 (97)	115 (85)
No	0	5 (9)	11 (24)	1 (3)	17 (13)
No answer	0	1 (2)	2 (4)	0	3 (2)
Total	5	53	45	32	135

29. If so, is the appeals procedure for librarians the same procedure in use:

(a) for the whole campus?

	PRI 2	PUB 2	PRI 4	PUB 4	TOTAL
Yes	3 (60)	29 (55)	15 (33)	22 (69)	69 (51)
No	0	3 (6)	3 (7)	2 (6)	8 (6)
No answer	2 (40)	21 (40)	27 (60)	8 (25)	58 (43)
Total	5	53	45	32	135

(b) for teaching faculty?

	PRI 2	PUB 2	PRI 4	PUB 4	TOTAL
Yes	4 (80)	34 (64)	26 (58)	9 (28)	73 (54)
No	0	0	2 (4)	3 (9)	5 (4)
No answer	1 (20)	19 (36)	17 (38)	20 (62)	57 (42)
Total	5	53	45	32	135

PROFESSIONAL DEVELOPMENT

30. Are librarians allowed to take work time to attend professional meetings?

	PRI 2	PUB 2	PRI 4	PUB 4	TOTAL
Yes	5 (100)	53 (100)	45*(100)	32 (100)	135 (100)
No	0	0	0	0	0
No answer	0	0	0	0	0
Total	5	53	45	32	135

* Two respondents indicated only the head librarian could do so.

31. Do funds exist to pay for travel to and attendance at such meetings?

	PRI 2	PUB 2	PRI 4	PUB 4	TOTAL
Yes	5 (100)	52 (98)	42 (93)	32 (100)	131 (97)
No	0	1 (2)	3 (7)	0	4 (3)
No answer	0	0	0	0	0
Total	5	53	45	32	135

32. Are sabbatical and other research leaves available to teaching faculty?

	PRI 2	PUB 2	PRI 4	PUB 4	TOTAL
Yes	4 (80)	36 (68)	35 (78)	22 (69)	97 (72)
No	1 (20)	17 (32)	8 (18)	10 (31)	36 (27)
No answer	0	0	2 (4)	0	2 (2)
Total	5	53	45	32	135

33. Are sabbatical and other research leaves available to librarians?

	PRI 2	PUB 2	PRI 4	PUB 4	TOTAL
Yes	3 (60)	33 (62)	23 (51)	15 (47)	74 (55)
No	1 (20)	18 (34)	20 (44)	16 (50)	55 (41)
No answer	1 (20)	2 (4)	2 (4)	1 (3)	6 (4)
Total	5	53	45	32	135

34. If so, are such leaves available to librarians on the same basis and with the same requirements as they are available to teaching faculty?

	PRI 2	PUB 2	PRI 4	PUB 4	TOTAL
Yes	4 (80)	31 (58)	20 (44)	13 (41)	68 (50)
No	0	4 (7)	4 (8)	2 (6)	10 (7)
No answer	1 (20)	18 (34)	21 (47)	17 (53)	57 (42)
Total	5	53	45	32	135

35. If so, are such leaves paid _____ unpaid _____?

	PRI 2	PUB 2	PRI 4	PUB 4	TOTAL
Paid*	2 (40)	14 (26)	19 (42)	7 (22)	42 (31)
Unpaid	2 (40)	23 (43)	1 (2)	7 (22)	33 (24)
No answer	1 (20)	16 (30)	25 (56)	18 (56)	60 (44)
Total	5	53	45	32	135

* In some instances, funding is only partial; as "half-pay for one year". Three respondents indicated some of these leaves are paid, and others are not.

36. What is the maximum research leave allowed?

	PRI 2	PUB 2	PRI 4	PUB 4	TOTAL
0-6 months	0	6 (11)	5 (11)	3 (9)	14 (10)
6.1-12 months	2 (40)	19 (36)	1 (2)	5 (16)	27 (20)
12.1-24 months	1 (20)	3 (6)	14 (31)	2 (6)	20 (15)
"limit varies"	0	0	2 (4)	0	2 (2)
No limit	0	0	1 (2)	0	1 (1)
No answer	2 (40)	25 (47)	22 (49)	22 (69)	71 (53)
Total	5	53	45	32	135

37. Do teaching faculty have access to funding for research projects?

	PRI 2	PUB 2	PRI 4	PUB 4	TOTAL
Yes	3 (60)	22 (41)	29 (64)	31 (97)	85 (63)
No	2 (40)	28 (53)	9 (20)	0	39 (29)
No answer	0	3 (6)	7 (16)	1 (3)	11 (8)
Total	5	53	45	32	135

38. Do librarians have access to funding for research projects?

	PRI 2	PUB 2	PRI 4	PUB 4	TOTAL
Yes	3 (60)	20 (38)	23 (51)	24 (75)	70 (52)
No	2 (40)	30 (57)	19 (42)	6 (19)	57 (42)
No answer	0	3 (6)	3 (7)	2 (6)	8 (6)
Total	5	53	45	32	135

39. If so, do librarians have access to funding on the same basis as teaching faculty?

	PRI 2	PUB 2	PRI 4	PUB 4	TOTAL
Yes	3 (60)	23 (43)	22 (49)	22 (69)	70 (52)
No	0	4 (8)	4 (9)	4 (12)	12 (9)
No answer	2 (40)	26 (49)	19 (42)	6 (19)	53 (39)
Total	5	53	45	32	135

40. Are librarians allowed work time to take academic courses?

	PRI 2	PUB 2	PRI 4	PUB 4	TOTAL
Yes	2 (40)	20 (38)	29 (64)	19 (59)	70 (52)
No	2 (40)	32 (60)	14 (31)	12 (38)	60 (44)
No answer	1 (20)	1 (2)	2 (4)	1 (3)	5 (4)
Total	5	53	45	32	135

41. Is tuition reimbursement or waiver available for librarians who take academic courses?

	PRI 2	PUB 2	PRI 4	PUB 4	TOTAL
Yes*	4 (80)	21 (40)	34 (78)	5 (16)	65 (48)
No	1 (20)	29 (55)	7 (16)	27 (84)	64 (47)
No answer	0	3 (5.6)	3 (6.6)	0	6 (4)
Total	5	53	45	32	135

* "Yes" response includes institutions with partial reimbursement or waiver.

GOVERNANCE

42. To whom does the library director report? President_____ Academic dean or provost_____

Other (please indicate) _____

	PRI 2	PUB 2	PRI 4	PUB 4	TOTAL
Dean, Provost, Vice President	4 (80)	42 (79)	39 (87)	26 (81)	111 (82)
President	1 (20)	8 (15)	2 (4)	4 (13)	15 (11)
Other*	0	3 (6)	4 (9)	2 (6)	9 (7)
Total	5	53	45	32	135

* Category "other" includes dean of instructional services, chancellor, manager of instruction services, director of learning resources, library board.

43. Does the library director participate in the dean's council or its equivalent?

	PRI 2	PUB 2	PRI 4	PUB 4	TOTAL
Yes	2 (40)	30 (57)	28 (62)	17 (53)	77 (57)
No	2 (40)	21 (39)	14 (31)	15 (47)	52 (39)
No answer	1 (20	2 (4)	3 (7)	0	6 (4)
Total	5	53	45	32	135

44. Does the library director participate in the faculty senate or its equivalent?

	PRI 2	PUB 2	PRI 4	PUB 4	TOTAL
Yes	4 (80)	28 (53)	36 (80)	11 (34)	79 (58)
No	1 (20)	20 (37)	8 (18)	21 (66)	50 (37)
No answer	0	5 (10)	1 (2)	0	6 (4)
Total	5	53	45	32	135

45. Are librarians eligible to participate in the faculty senate or its equivalent?

	PRI 2	PUB 2	PRI 4	PUB 4	TOTAL
Yes	4 (80)	41 (77)	36 (80)	18 (56)	99 (73)
No	0 (0)	8 (15)	9 (20)	14 (44)	31 (23)
No answer	1 (20)	4 (8)	0	0	5 (4)
Total	5	53	45	32	135

46. On which college/university committees are librarians eligible to serve:

All_____ None_____ Some (please list briefly)_____

	PRI 2	PUB 2	PRI 4	PUB 4	TOTAL
All	5 (100)	46 (87)	32 (71)	20 (62)	103 (76)
Some*	0	2 (4)	10 (22)	10 (31)	22 (16)
None	0	0	3 (7)	2 (6)	5 (4)
No answer	0	5 (9)	0	0	5 (4)
Total	5	53	45	32	135

* In cases where librarians are only eligible to serve on "some" committees, the committees allowed usually pertained to the library (e.g., Library Committee, Learning Resource Committee) or were "less essential" committees (ad hoc committees, parking and traffic, EEOC).

47. Does your library maintain an academic form of governance similar to that of the faculty of a college, school, or department?

	PRI 2	PUB 2	PRI 4	PUB 4	TOTAL
Yes	3 (60)	36 (68)	23 (51)	13 (41)	75 (55)
No	2 (40)	16 (30)	20 (44)	17 (53)	55 (41)
No answer	0	1 (2)	2 (4)	2 (6)	5 (4)
Total	5	53	45	32	135

BENEFITS

Social Security/Retirement

48. Are librarians required to participate in Old Age and Survivors Insurance (Social Security)?

	PRI 2	PUB 2	PRI 4	PUB 4	TOTAL
Yes	5 (100)	27 (51)	43 (96)	32 (100)	107 (79)
No	0	26 (49)	2 (4)	0	28 (21)
No answer	0	0	0	0	0
Total	5	53	45	32	135

49. Is a non-Social Security retirement program available for librarians through your institution?

	PRI 2	PUB 2	PRI 4	PUB 4	TOTAL
Yes	5 (100)	48 (91)	40 (89)	30 (94)	123 (91)
No	0	5 (9)	5 (11)	0	10 (7)
No answer	0	0	0	2 (6)	2 (1)
Total	5	53	45	32	135

50. If so, are librarians required to participate in the non-Social Security retirement program?

	PRI 2	PUB 2	PRI 4	PUB 4	TOTAL
Yes	0	44 (83)	15 (33)	26 (81)	85 (63)
No	5 (100)	6 (11)	26 (58)	4 (12)	41 (30)
No answer	0	3 (6)	4 (9)	2 (6)	9 (7)
Total	5	53	45	32	135

51. What restrictions, if any, determine which librarians can participate in the non-Social Security retirement program? Position_____ Age_____ Length of employment_____ Other_____

	PRI 2	PUB 2	PRI 4	PUB 4	TOTAL
No restrictions	3 (60)	18 (35)	13 (26)	15 (52)	49 (37)
Length of employment	2 (40)	1 (2)	14 (29)	0 (0)	17 (13)
Position	0	5 (10)	4 (8)	1 (3)	10 (7)
Age	0	0	6 (12)	0	6 (4)
No answer	0	27 (53)	12 (25)	13 (45)	52 (39)
Total	5	51	49	29	134

Note: In many cases, librarians must work full-time to participate.

52. If a non-Social Security retirement program is available, what per cent of salary is contributed by: the librarian _____ the institution _____?

For publicly supported institutions, both 2-year and 4-year, 6.65% of salary is the normal contribution for the individual, with 7.5% contributed by the institution/state. Retirement programs available in private institutions, however, are quite variable, ranging from no contribution by the individual to a maximum of 6.05%; institution contributions range from 2% to 15%.

53. If a non-Social security retirement program is available, can librarians take the institution's contributions with them if they leave the institution before retirement? Yes_____ No_____ Other (please indicate)_____

	PRI 2	PUB 2	PRI 4	PUB 4	TOTAL
Yes	1 (20)	24 (45)	30 (67)	20 (62)	75 (56)
No	3 (60)	10 (19)	7 (15)	4 (12)	24 (18)
Other*	1 (20)	4 (7)	3 (7)	5 (16)	13 (10)
No answer	0	15 (28)	5 (11)	3 (9)	23 (17)
Total	5	53	45	32	135

* Category "other" includes institutions where the percentage of the institution's contribution that can be taken out varies with the length of service; e.g., 50% after 5 years, 100% after 10 years.

54. What is the minimum age for retirement for librarians _____ faculty _____ ?

Responses here range from no minimum age to 65. The age is almost always the same for faculty.

55. What is the maximum age for retirement for librarians _____ faculty _____ ?

Responses here range from no maximum to 75, with the maximum age almost always the same for both faculty and librarians.

Vacation/Holidays

56. How many vacation days, if any, did librarians accrue during fiscal 1977/78? (If the vacation schedule is based on longevity, please briefly outline the schedule.)

	PRI 2	PUB 2	PRI 4	PUB 4	TOTAL
No vacation*	2 (40)	12 (23)	2 (4)	5 (16)	21 (16)
1-10 days	0	7 (13)	4 (9)	14 (44)	25 (18)
10.1-15 days	0	7 (13)	7 (16)	10 (31)	24 (18)
15.1-20 days	0	1 (2)	4 (9)	0	5 (4)
20.1 or more days	1 (20)	0	11 (24)	0	12 (9)
Sliding scale	0	18 (34)	14 (31)	0	32 (24)
No answer	2 (40)	8 (15)	3 (7)	3 (9)	16 (12)
Total	5	53	45	32	135

*At institutions with a contract year less than 12 months.

57. How many paid holidays did librarians receive during fiscal 1977/78? _____

	PRI 2	PUB 2	PRI 4	PUB 4	TOTAL
No holidays	0	3 (6)	0	0 (0)	3 (2)
1-10	3 (60)	10 (19)	24 (53)	2 (6)	39 (29)
10.1-15	0	17 (32)	8 (18)	26 (81)	51 (38)
15.1-20	1 (20)	11 (20)	3 (7)	1 (3)	16 (12)
Over 20	0	5 (9)	4 (9)	1 (3)	10 (7)
Sliding scale	0	1 (2)	0	0	1 (1)
No answer	1 (20)	6 (11)	6 (13)	2 (6)	15 (11)
Total	5	53	45	32	135

58. How many work days, in addition to vacation days and holidays, did librarians not work during fiscal 1977/78 because of the following allowances:

(a) Time off during intersessions

	PRI 2	PUB 2	PRI 4	PUB 4	TOTAL
None	0	20 (38)	24 (53)	14 (44)	58 (43)
1-10 days	1 (20)	4 (8)	4 (9)	2 (6)	11 (8)
10.1-15 days	0	3 (6)	1 (2)	3 (9)	7 (5)
15.1-20 days	1 (20)	4 (8)	1 (2)	1 (3)	7 (5)
20.1 or more days	2 (40)	2 (4)	3 (7)	2 (6)	9 (7)
Sliding scale	0	1 (2)	1 (2)	0	2 (1)
No answer	1 (20)	19 (36)	11 (24)	10 (31)	41 (30)
Total	5	53	45	32	135

(b) Personal leave

	PRI 2	PUB 2	PRI 4	PUB 4	TOTAL
None	1 (20)	23 (43)	20 (44)	16 (50)	60 (44)
1 day	0	1 (2)	0	0	1 (1)
2 days	1 (20)	6 (11)	0	0	7 (5)
3 days	0	4 (8)	0	0	4 (3)
4-10 days	2 (20)	3 (6)	2 (4)	0	7 (5)
over 10 days	0 (0)	1 (2)	2 (4)	1 (3)	4 (3)
No answer	1 (20)	15 (28)	21 (47)	15 (47)	52 (38)
Total	5	53	45	32	135

Another way of looking at working conditions at academic libraries in Texas is to compare the minimum number of eight-hour days a full-time librarian is required to work per year. The chart below compares the number of work days required, using responses to questions 10 (length of appointment), 12 (hours worked per week), 56 (vacation), 57 (holidays), 58 (intersessions, personal leave, etc.). Because responses to those questions from several libraries were incomplete or ambiguous, only 107 libraries could be compared. (Notes: (1)Where two or more contract lengths were available in the same library, the shortest available contract length was used. (2) Where a sliding scale, usually based on length of service, was used to determine vacation, the vacation available to the "youngest" staff member was used. (3) Calculations were made using the following numbers of work days per contract:

9 month contract = 196 days
10.5 month contract = 229 days
11 month contract = 240 days
12 month contract = 261 days

(4) calculations were made starting with the number of work days corresponding to the contract length, then subtracting the number of vacation days, holidays, etc. The resulting figures were then adjusted downward for those libraries having a workweek less than 40 hours, to reflect the actual number of eight-hour-equivalent days worked.)

	PRI 2			PUB 2			PRI 4			PUB 4			TOTAL		
Contract length (months)	9	10.5	12	9	10.5	12	9	10.5	12	9	10.5	12	9	10.5	12
# responses analyzable	2	0	2	10	9	21	2	2	30	4	4	21	18	15	74
Average # workdays	166		219	163.9	189.4	229.6	150.5	204	226.3	158.8	208.5	236.8	161.5	196.5	230
Median # workdays	166		219	163	189	236	150.5	204	223.5	160.5	207	237	161	197	236
Median # days off	95		42	98	72	25	110.5	57	37.5	100.5	54	24	100	64	25
Range	165-167		212-226	133-184	180-208	198-241	141-160	197-211	203-246	144-170	204-216	227-241	133-184	180-216	198-246

59. How much sick leave, if any, do librarians accrue per year?

	PRI 2	PUB 2	PRI 4	PUB 4	TOTAL
None	2 (40)	0	1 (2)	1 (3)	4 (3)
1-12 days	2 (40)	41 (77)	23 (51)	30 (94)	96 (71)
12.1-30 days	1 (20)	8 (15)	2 (4)	0	11 (8)
over 30 days	0	0	1 (2)	0	1 (1)
Sliding Scale	0	2 (4)	0	0	2 (1)
No answer	0	2 (4)	18 (40)	1 (3)	21 (16)
Total	5	53	45	32	135

60. What is the maximum sick leave, if any, for librarians? _____

	PRI 2	PUB 2	PRI 4	PUB 4	TOTAL
None	0	0	0	2 (6)	2 (1)
1-30 days	1 (20)	11 (21)	10 (22)	0	22 (16)
31-60 days	1 (20)	23 (43)	9 (20)	0	33 (24)
61-90 days	0	6 (11)	2 (4)	0	8 (6)
91-180 days	0	4 (8)	0 (0)	3 (9)	7 (5)
No limit set	1 (20)	8 (15)	5 (11)	21 (6)	35 (26)
No answer	2 (40)	1 (2)	19 (42)	6 (19)	28 (21)
Total	5	53	45	32	135

61. Are librarians paid for unused sick leave upon their termination with the institution? Yes _____ No_____

	PRI 2	PUB 2	PRI 4	PUB 4	TOTAL
Yes	0	13 (24)	1 (2)	0	14 (10)
No	4 (80)	39 (74)	35 (78)	24 (75)	102 (76)
No Answer	1 (20)	1 (2)	9 (20)	8 (25)	19 (14)
Total	5	53	45	32	135

62. If so, for what portion of the unused sick leave are they paid? _____

Most of the 14 respondents indicating payment for unused sick leave reported some limitations, either payment for only one-half of unused sick leave, or a limit of 7-60 days, or both.

Maternity/Paternity Leave

63. Do librarians have maternity/paternity leave? Yes _____ No _____

	PRI 2	PUB 2	PRI 4	PUB 4	TOTAL
Yes	2 (40)	32*(60)	29 (64)	29*(91)	92 (68)
No	1 (20)	15 (28)	11 (24)	0	27 (20)
No set policy	0	1 (2)	0	0	1 (1)
No answer	2 (40)	5 (9)	5 (11)	3 (9)	15 (11)
Total	5	53	45	32	135

*Two respondents in each category indicated "only maternity leave is available".

64. If so, what is the maximum leave allowed? _____

	PRI 2	PUB 2	PRI 4	PUB 4	TOTAL
No maximum	1 (20)	1 (2)	6 (13)	0	8 (6)
0-3 months	1 (20)	11 (21)	9 (20)	7 (22)	28 (21)
3.1-6 months	0	3 (6)	2 (4)	3 (9)	8 (6)
6.1-12 months	0	2 (4)	1 (2)	1 (3)	4 (3)
Varies	0	5 (9)	13 (29)	7 (22)	25 (18)
No answer	3 (60)	31 (58)	14 (31)	14 (44)	62 (46)
Total	5	53	45	32	135

65. If such leave is granted, is it paid? Yes _____ No _____

	PRI 2	PUB 2	PRI 4	PUB 4	TOTAL
Yes*	2 (40)	16 (30)	13 (29)	3 (9)	34 (25)
No	0	20 (38)	17 (38)	25 (78)	62 (46)
No answer	3 (60)	17 (32)	15 (33)	4 (12)	39 (29)
Total	5	53	45	32	135

*Several respondents indicated such leave is paid only to the extent of available sick leave and vacation.

66. Does this leave differ from that given teaching faculty? Yes _____ No _____

	PRI 2	PUB 2	PRI 4	PUB 4	TOTAL
Yes	0	2 (4)	2 (4)	1 (31)	5 (4)
No	2 (40)	40 (75)	29 (64)	28 (89)	99 (73)
No answer	3 (60)	11 (21)	14 (31)	3 (9)	31 (23)
Total	5	53	45	32	135

67. If yes, please indicate how it differs. _____

The main difference seems to be that faculty do not earn vacation and/or sick leave.

Insurance

68. What insurance plans are offered librarians by the institution? Health _____ Life _____
Disability _____ Accidental death _____ Other (please indicate) _____

	PRI 2	PUB 2	PRI 4	PUB 4	TOTAL
Health	5 (50)	53 (32)	45 (36)	31 (26)	134 (32)
Life	3 (30)	49 (29)	35 (28)	30 (26)	117 (28)
Disability	1 (10)	37 (22)	24 (19)	27 (23)	89 (21)
Accidental death	1 (10)	27 (16)	16 (13)	29 (25)	73 (17)
Cancer	0	1 (.5)	1 (1)	0	2 (.5)
Auto	0	0	1 (1)	0	1 (.2)
Dental	0	0	3 (2)	0	3 (1)
Legal	0	0	1 (1)	0	1 (.2)
Total*	10	167	126	117	420

*Respondents could indicate more than one response on this question.

69. How much, if any, does the institution contribute toward insurance? None _____ 50 per cent _____
All _____ Flat rate (please indicate) _____ Other (please indicate) _____

	PRI 2	PUB 2	PRI 4	PUB 4	TOTAL
None	1 (20)	0	1 (2)	0	2 (2)
50 per cent	2 (40)	1 (2)	8 (1[illegible]	1 (3)	12 (9)
All	2 (40)	25 (47)	15 (34)	0	42 (31)
Flat rate: $1-15/month	0	11 (21)	0	29 (91)	40 (30)
$16-30/month	0	0	0	1 (3)	1 (1)
$30-45/month	0	1 (2)	0	0	1 (1)
Over $45/month	0	1 (2)	0	0	1 (1)
Proportion; contribution differs on different policies	0	12 (23)	19 (42)	0	31 (23)
No answer	0	2 (4)	2 (4)	1 (3)	5 (4)
Total	5	53	45	32	135

60

Other Benefits

61

70. Do librarians at your institution have any significant benefits not covered by this survey? Yes ___ No ___

If yes, please describe briefly _____

Only a few libraries indicated other significant benefits. Two institutions provide tuition waivers for family members. At one institution librarians are eligible to rent faculty housing.

Name and title of person completing survey _____

_____

Date survey completed _____

Telephone number _____ TEXAN number (if applicable) _____

Thank you for completing this survey.

ATTACHMENT 2

Standards for Faculty Status for College and University Librarians

Adopted by the membership of the Association of College and Research Libraries, June 26, 1971, in Dallas, Texas.

With publication increasing at an exponential rate, with the variety of forms of publication proliferating rapidly, with significant scholarly and information material appearing in all the world's languages, with the bibliographical apparatus of many fields and subfields becoming increasingly difficult to use, with the growing sophistication of library and information technology, and with the development of academic libraries into large and complex organizations, the work of the academic librarian has become highly specialized and demanding.

The academic librarian makes a unique and important contribution to American higher education. He bears central responsibility for developing college and university library collections, for extending bibliographical control over these collections, for instructing students (both formally in the classroom and informally in the library), and advising faculty and scholars in the use of these collections. He provides a variety of information services to the college or university community, ranging from answers to specific questions to the compilation of extensive bibliographies. He provides library and information services to the community at large, including federal, state, and local government agencies, business firms and other organizations, and private citizens. Through his own research into the information process and through bibliographical and other studies, he adds to the sum of knowledge in the field of library practice and information science. Through membership and participation in library and scholarly organizations, he works to improve the practice of academic librarianship, bibliography, and information service.

Without the librarian, the quality of teaching, research, and public service in our colleges and universities would deteriorate seriously and programs in many disciplines could no longer be performed. His contribution is intellectual in nature and is the product of considerable formal education, including professional training at the graduate level. Therefore, college and university librarians must be recognized as equal partners in the academic enterprise, and they must be extended the rights and privileges which are not only commensurate with their contributions, but are necessary if they are to carry out their responsibilities.

In order to recognize formally the college or university librarian's academic status, the Association of College and Research Libraries and the American Library Association endorse, and urge all institutions of higher education and their governing bodies to adopt, the following standards for all academic librarians:

1. *Professional responsibilities and self determination.* Each librarian should be assigned general responsibilities within his particular area of competence. He should have maximum possible latitude in fulfilling these responsibilities. However, the degree to which he has fulfilled them should be regularly and rigorously reviewed. A necessary element of this review must be appraisal by a committee of peers who have access to all available evidence.
2. *Library governance.* College and university libraries should adopt an academic form of governance. The librarians should form as a library faculty whose role and authority is similar to that of the faculties of a college, or the faculty of a school or a department.
3. *College and university governance.* Librarians should be eligible for membership in the academic senate or equivalent body at their college or university on the same basis as other faculty.
4. *Compensation.* The salary scale for librarians should be the same as that for other academic categories with equivalent education and experience. Librarians should normally be appointed for the academic year. If a librarian is expected to work through the summer session, his salary scale should be adjusted similarly to the summer session scale of other faculty at his college or university.
5. *Tenure.* Librarians should be covered by tenure provisions the same as those of other faculty. In the pretenure period, librarians should be covered by written contracts or agreements the same as those of other faculty.
6. *Promotion.* Librarians should be promoted through ranks and steps on the basis of their academic proficiency and professional effectiveness. A peer review system similar to that used by other faculty is the primary basis of judgment in the promotion process for academic librarians. The librarians' promotion ladder should have the same titles, ranks, and steps as that of other faculty.
7. *Leaves.* Sabbatical and other research leaves should be available to librarians on the same basis, and with the same requirements, as they are available to other faculty.
8. *Research funds.* Librarians should have access to funding for research projects on the same basis as other faculty.
9. *Academic freedom.* Librarians in colleges and universities must have the protection of academic freedom. Library resources and the professional judgment of librarians must not be subject to censorship.

To implement these standards, the Association of College and Research Libraries and the American Library Association will:

1. Publicize these standards to all colleges and universities and their libraries, all library schools, all library organizations, all higher education organizations, and all agencies which accredit academic institutions.
2. Seek to have these standards formally adopted or endorsed by all colleges and universities and their libraries, all library schools, all library organizations, all higher education organizations, and all agencies which accredit academic institutions.
3. Investigate all violations of these standards which are reported by members of the Association of College and Research Libraries. Such investigations will be coordinated and supervised by the Committee on Academic Status of the Association of College and Research Libraries.*
4. Invoke the following sanctions against institutions of higher education which are found, after such investigation, to be in violation of any or all of these standards:
   a. Publicize the violation and the institution concerned in *CRL News* and other appropriate publications.
   b. Refuse to accept advertisements in any ALA publication for positions at that institution.
   c. Discourage its members from accepting employment at that institution, through notices in its publications and other means.

A reasonable amount of time—three to five years—should be provided college and university libraries which do not currently conform to any or all of these standards, to enable them to do so. However, no such grace period should be provided to libraries which currently do conform, either wholly or in part, and which seek to deny or withdraw any such rights and privileges.

*The Committee on Academic Status receives, from individuals, reports of potential violations of these standards and recommends appropriate action to the ACRL Board of Directors. Requests for assistance from individuals who allege that violations of these standards have occurred are within the jurisdiction of the ALA Program of Action for Mediation, Arbitration, and Inquiry, and should be directed to the Executive Director of the American Library Association. ■■

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